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900 TEACHERS FROM PARTNER COUNTRIES

910 GENERAL PROVISIONS

911 *Definitions*

911.1 Teachers

Teachers are persons employed full time in teaching, administration or other related educational duties in accredited schools, as defined in Section 911.2.

911.2 Schools

A school is an accredited institution, recognized by the laws of the home country that provides elementary, secondary or higher education.

920 SELECTION CRITERIA

In accordance with the provisions of the Fulbright-Hays Act and, where applicable, the respective executive agreements signed pursuant thereto, Commissions may recommend to the Board such qualifications for the selection of candidates for the Program as they may deem necessary for achieving the purpose and objectives of the program.

Where no Commission has been established, such recommendations will be made by the Bureau.

921 *Personal Factors*

921.1 Citizenship

- a. Candidates in a Commission country must meet the citizenship criterion specified in the exchange agreement between the United States and that country. In a non-commission country, candidates must be citizens, nationals, or permanent residents qualified to hold a valid passport issued by that country.
- b. U.S. citizens with dual citizenship are considered to be U.S. citizens and are thereby ineligible for Fulbright grants to the United States.

921.2 Personal Factors

Candidates will be considered without respect to race, color, religion, national origin, or gender or age. Although the physical and mental health of candidates must be adequate to allow them to fulfill the terms of their grant, no qualified disabled candidate will, on the basis of disability, be subjected to discrimination.

921.3 Adaptability

Candidates should demonstrate the dynamism and flexibility necessary for active involvement in U.S. culture.

The Commission or post, in consultation with the Bureau, is authorized to assess, through personal interviews and other means, whether the candidate shows promise of being able to adjust successfully to life in the United States.

921.4 Availability

The candidate is solely responsible for making any required arrangements in order to be able to accept a grant. The awarding of a grant does not constitute endorsement on the part of the Board, the U.S. Department of State, or the cooperating agency of a leave of absence for the grantee in the absence of assent by the grantee's educational institution or employer.

921.5 Financial Resources of Candidates on Home Salaries

Candidates who will continue on home salaries for the duration of the grant must show evidence of having sufficient financial resources to support themselves and accompanying dependents during their exchange.

922 *Academic and Program Factors*

922.1 Professional Excellence

Candidates must demonstrate professional excellence as evidenced by academic achievements, excellence in teaching, and other qualities, and must meet the requirements of the host institution.

922.2 Required Qualifications

Teachers must have the academic qualifications required by the standards of their home country and the standards of the school district in the United States where they will teach.

They must have at least three years of professional experience at the time of application, and they must currently be employed full-time in a school.

922.3 Host Country Considerations

- a. Candidates must be acceptable to the United States and must comply with U.S. laws and regulations regarding immigration and naturalization.
- b. Candidates must be acceptable to the U.S. school in which they are to teach.

922.4 Language Requirements

- a. Candidates must demonstrate a proficiency in the English language commensurate with their project or teaching assignment and with adjustment to life in the United States.
- b. In cases where the English language requirement would eliminate an otherwise highly desirable candidate, a waiver of the requirement may be granted with the condition that the Bureau provide the candidate with intensive English language training so that he or she is proficient in English before the start of the teaching assignment.

922.5 Evaluation of Proposals

A proposal will be judged primarily on the basis of the candidate's proposed contribution to the objectives of the Fulbright Program, and not merely on the willingness of the U.S. school to receive the candidate.

Preference will be given to proposals which offer opportunity for broad contact with young people in the United States and which meet the specific needs and interests of the U.S. school.

922.6 Multiplier Effect

A factor in the selection of grantees is the expected multiplier effect of the grantee's experience in the United States. In this context, consideration will be given to the expected benefit to the candidate's students and home institution from the grantee's exchange experience.

923 *Placement Factors*

923.1 Affiliation

Each grantee will be affiliated with a school in the United States.

923.2 Geographic Distribution

Every effort will be made to affiliate teachers at schools in all geographic areas of the United States, at different types and sizes of institutions.

No grantee will be placed in a school which is not in compliance with Title VI of the Civil Rights Act of 1964 (See Section 212.1b for determination of compliance.)

923.3 U.S. Citizen-Sponsored Schools Abroad

Grantees from participating countries will not be affiliated with U.S. schools outside the United States.

923.4 Change of Placement

Grantees should not change their institutional placement without prior approval from the Bureau and the Commission or post.

924 *Experience in the United States*

924.1 Previous Experience in the United States

- a. Preference will be given to qualified candidates who have not had substantial recent experience in the United States. The Board defines substantial recent experience as study, teaching, research or employment for a period aggregating more than an academic year (nine months) during the past five years.
- b. The demands of the field may require that this preference be set aside. Examples include required language fluency and assignments for which recent experience in the United States may be an asset. Recommendation of candidates with substantial recent experience in the United States should be made only in rare and compelling circumstances, accompanied by written justification documenting the demands of the field. Approval is at the discretion of the Board.
- c. The preference for candidates without substantial previous experience in the United States applies at each stage of competition.
- d. A candidate who has resided in the United States for five or more consecutive years in the six-year period preceding the date of application is ineligible for a grant. For the purpose of this section, a candidate who has lived in the United States for nine months or more during a calendar year is deemed to have resided in the United States for that year.

924.2 Previous Fulbright Grants

Preference will be given to candidates who have not had previous Fulbright grants. However, recipients of a basic Fulbright grant are eligible to receive another basic Fulbright grant five years after the date of completion of the previous grant. (For serial grants, the five-year period begins at the end of the final grant in the series). The five-year requirement between two basic grants does not apply to short-term grants, which are defined as grants of under two months duration. (See also Short-term Grants). Waiting periods with regard to short-term and basic grants are as follows.

- a. Recipients of a short-term grant are eligible to receive a basic grant two years after the date of completion of the preceding short-term grant.
- b. Recipients of a basic grant are eligible to receive a short-term grant two years after the date of completion of the preceding basic grant.
- c. Recipients of a short-term grant are eligible to receive another short-term grant two years after the completion of the preceding short-term grant.

The maximum number of any combination of basic Fulbright grants for Scholars and Teachers is limited to two with the following conditions and exceptions:

- 925
- Eligibility Factors*

A candidate must hold a position at an educational institution at the time of application.

A husband and wife are eligible to receive grants concurrently when both have applied and have been selected through the usual procedure.

Government employees who meet other established qualifications are eligible for grants.

- a. Teachers from religious institutions where the primary emphasis is educational rather than ministerial or missionary are eligible for consideration in the regular application process.
- b. Religious workers, lay or ordained, are not eligible for consideration if their projects involve engaging in pastoral, missionary, or other professional religious activities.

- a. Candidates on active military duty must list their military title and provide information on any restrictions, which might affect performance of responsibilities under their grant.
- b. Candidates not on active duty, who have a military title without compensation, must inform the Commission or post whether they intend or are required to affiliate with the military upon return to the home country.

See also Previous Experience in the United States (Section 924.1) and Previous Fulbright Grants (Section 924.2)

926.1 Persons Associated with the U.S. Department of State and Commissions

The following persons are ineligible for grants:

- a. Local employees of U.S. missions abroad who work for the U.S. Department of State and members of their immediate families are ineligible for grants during the period of their employment and for one year following the termination of employment.
- b. Members and staff of a Commission, for a period ending one year following termination of their service with the Commission.
- c. Immediate families (spouses and dependent children) of Department of State and Commission employees, for a period ending one year following termination of such employment. This provision does not disqualify self-supporting members of families living apart from their parents.

926.2 Persons Arrested for, Charged with, or Convicted of a Crime

A candidate who, at the time of application, or at any subsequent time prior to becoming a grantee as defined in Section 938.1, has been convicted of commission of a crime (excluding minor traffic violations), must inform the cooperating agency, the Bureau, or the Board in writing of such fact. Similarly, a candidate who at the time of application, or at any subsequent time prior to becoming a grantee as defined in Section 938.1, has been arrested for or charged with a crime (excluding minor traffic violations), and the criminal matter has not been resolved, must inform the cooperating agency, the Bureau, or the Board in writing of such fact.

If the candidate has been convicted of a crime, the Board will not select such a candidate for a grant (or, if the candidate has already been selected, the Board will annul the selection) unless the Board is satisfied that the conviction does not represent an absence of the requisite moral and social attitude desired of grantees. Such a determination will be based upon the nature of the crime, the time and place of conviction, and the subsequent conduct of the candidate. If the candidate is arrested for or charged with a crime, the application (and, if already made, the selection) may be suspended by the Board until the criminal matter is resolved, or until such time that the Board is satisfied that the arrest or the charges do not represent an absence of the requisite moral and social attitude desired of grantees.

Similarly, a candidate who, at any time after becoming a grantee as defined in Section 938.1, is arrested for, or charged with a crime, must inform the cooperating agency, the Bureau, or the Board in writing of such fact. The grant may be suspended by the Board until the criminal matter is resolved, or until such time that the Board is satisfied that the arrest or the charges do not represent an absence of the requisite moral and social attitude desired of grantees. If a grantee is convicted, the Board may revoke the grant.

If an application, selection, or a grant is suspended on the basis of the criteria stated above, and the matter causing the suspension has not been resolved prior to the date set for the commencement of the grant activities, the Board may reject the application, rescind the selection, or revoke the grant, as applicable. Any funds disbursed to the grantee must be immediately returned to the source.

Grants are also subject to revocation, termination and suspension as provided in Section 938. As used in this section 926.2 and Section 938.8, “crime” means a criminal offense punishable by imprisonment of one year or more.

A candidate's financial need is not a factor in the selection process.

In order to ensure that the Fulbright Program draws its candidates from the widest possible pool of high caliber individuals, Commissions and posts will actively disseminate information on the Fulbright Program throughout the participating country, at different types and sizes of institutions, and will engage in such recruitment activities as are necessary to encourage participation in the Fulbright Program of persons of diverse backgrounds.

931 *Passport and Visas*932 *Full-time Nature of Grants*933 *Duration of Grants*

Grants may be made to teachers to teach in established and recognized summer schools, workshops, and seminars in the United States.

936 *Temporary Country Program Suspension*937 *Resignation from Grant*

937.2 Other Reasons

938 *Revocation, Termination and Suspension of Grants*

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notice of such withdrawal delivered to the selected candidate.

- b. A grant may be revoked, terminated, or suspended. After a revocation, the grantee is considered as not having had a grant and will not be an alumnus or alumna of the Fulbright Program; after a termination, unless otherwise stated, the grant will be considered to have ended when the Board announces its decision to terminate; and after a suspension, the grant will be considered inoperative until a determination is made to reinstate, revoke or terminate the grant.

938.2 Authority to Recommend Revocation or Termination

- a. The Bureau, following consultation with the Commission or post, has the authority to recommend that the Board revoke or terminate the grant held by a grantee, who has departed the home country for the United States.
- b. The Commission or post, following consultation with the Bureau, has the authority to recommend that the Board revoke or terminate a grant to a grantee, who has not yet departed the home country for the United States.
- c. The appropriate administrator at the school in which the exchange teacher has been placed, following consultation with the Commission, post or cooperating agency has the authority, to recommend that the Board revoke or terminate a grant.

938.3 Grounds for Revocation or Termination

In addition to the grounds specified in Section 926.2, grounds for revocation or termination include, but are not limited to: (1) violation of any law of the United States or the home country, (2) any act likely to give offense to the United States because it is contrary to the spirit of mutual understanding, (3) failure to observe satisfactory academic or professional standards, (4) physical or mental incapacitation, (5) engaging in any unauthorized income-producing activity, (6) failure to comply with the grant's terms and conditions, (7) material misrepresentation made by any grantee in a grant application form or grant document, (8) conduct which may have the effect of bringing the Department of State or the Fulbright Program into disrepute, (9) violation of the Policies of the J. William Fulbright Foreign Scholarship Board.

In addition, the Board has authority to terminate a grant if: (1) the grantee has exhausted all benefits of health and accident insurance provided to the grantee by the U.S. Department of State in connection with the grant, and continued medical treatment would lead to the grantee's becoming a public charge, or (2) the grantee requires such protracted medical treatment that successful completion of the objectives of the grant is jeopardized.

The procedure for any such termination shall be the same as that provided for the termination of grants generally, except that the recommendation for such termination, supported by the corresponding factual information, shall be made by the Bureau (not a host institution, Commission, post, or cooperating agency). In the event any such ground occurs during the period of a grant, it is the Board's policy that such grant should not be renewed or extended.

938.4 Procedure for Revocation or Termination

- a. The procedure for revoking or terminating a grant when recommended by the Bureau, Commission, or post is:
 1. The Commission, post, or cooperating agency consults initially with the Bureau of Educational and Cultural Affairs and the Staff Director of the Fulbright Scholarship Board;
 2. The cooperating agency or Bureau prepares a Statement of Fact and Recommendations for specific action by the Board and forwards them to the Staff Director;
 3. The Staff Director provides a copy of these documents to the grantee and obtains proof of delivery;
 4. The grantee sends a written reply to the Staff Director within two weeks of receipt of these documents. The Board may grant additional time for reply if circumstances warrant. The Staff Director will inform the Board if the grantee does not reply within the specified time;
 5. The Staff Director provides a copy of all documents to the Commission, post, or cooperating agency for review and to the Bureau for review, evaluation, and recommendation;
 6. Following receipt of the Bureau's evaluation and recommended action, the Staff Director provides a copy of all relevant documents to the Board.

The Board will inform the grantee, the Commission or post, the relevant cooperating agency, host school administrative authority and the Bureau, expeditiously and in writing, of the Board's decision and the reasons therefore.

- b. The procedure for revocation or termination of a Fulbright exchange teacher when initiated by the host school administrative authority is as follows:
 1. Before taking action, the host school's administrative authority and the cooperating agency shall prepare a Statement of Fact and Recommendations for Specific Action;
 - a. The Statement of Fact and Recommendations shall include a clear and concise description of the facts and circumstances and must fully describe the corrective measures that have been taken to assist the grantee;
 - b. The host school administrative authority signs the Statement of Fact and Recommendations and provides a copy of these documents to the grantee, who must sign and acknowledge the date of receipt;
 2. The host school's administrative authority shall give the grantee one week to respond to the Statement of Fact and Recommendation;
 3. The host school sends all relevant documents to the Bureau;
 4. If after consultation with the Bureau, the host school determines that action be taken, the school may terminate the grant and inform the grantee;
 5. The Bureau will inform the Board, the cooperating agency, and the Commission or post of the host school's decision expeditiously and in writing.

938.5 Procedure for Termination of a Matched Grant

If an exchange teacher resigns or is terminated, pursuant to Sections 837 and 838, and returns to his/her home country, the Bureau may find it necessary to terminate the grant held by the matched exchange partner. Whenever possible, the Bureau will take steps to avoid canceling the grant of the matched exchange partner. If these efforts are unsuccessful the matched exchange teacher must return to his/her home country.

938.6 Financial Issues Related to Revocation, Termination and Suspension

Unless otherwise specified by the Board, when a grant is suspended, revoked or terminated, disbursement of any allowances and benefits will cease, except for return travel, and medical benefits that may be authorized under the Bureau's accident and sickness program for exchanges; the grantee will also be required to immediately repay any advances in allowances or benefits disbursed for use in the period of time after the suspension, revocation or termination.

Unless otherwise authorized by the Board, Bureau, Commission or post, no further claim for disbursements of allowances or benefits will be honored. This provision shall not apply to grants, which are suspended because conditions in the home country require the departure of grantees for reasons of personal safety; in such instances, Section 936 applies.

The Bureau, the Commission or post will inform the grantee whose grant has been suspended, terminated or revoked of the impact of the Board's decision on past and future allowances and benefits; the Bureau, the Commission or post will take the necessary measures to implement the Board's decision, and to collect any advances in allowances and benefits that must be repaid.

938.7 Suspension

- a. The Board, at the recommendation of the Bureau, Commission or post may suspend a grant pending the procedure for revocation or termination of the grant, or if the grantee is arrested for, charged with, or convicted of commission of a crime, either before or after the grantee's departure for the United States, in accordance with Section 926.2.
- b. The Bureau, Commission or post may suspend a grant if:
 1. the grantee ceases to carry out the project during the grant period, and/or
 2. the grantee leaves the United States for more than two weeks without the prior authorization of the cooperating agency.
- c. A grant may also be suspended if the grantee requests suspension of the grant for personal reasons and the Commission, post or cooperating agency concur.

938.8 Persons Arrested for, Charged with, or Convicted of a Crime

The provisions of this Section 938 are in addition to the provisions of Section 926.2 regarding the suspension, termination, or revocation of grants to persons arrested for, charged with, or convicted of a crime.

938.9 Notification

The Commission, or in non-commission countries, the cooperating agency will include Section 926, Section 931, this Section 938, and Section 939 in the grant document for signature and acceptance by the selected candidate.

939 Liability

No one or more of the Board, the U.S. Department of State, the cooperating agency, and the Commission or post will be liable for any claim or claims resulting from a grantee's failure to enter upon or to complete the program outlined in the grant, even though the failure is beyond the grantee's control, including without limitation any failure resulting from a revocation, termination, or suspension effected pursuant to Section 938 above.

940 FINANCIAL TERMS OF GRANT

The monetary amount of Fulbright grants will be set by the Commission, in consultation with the Bureau, or in non-Commission countries, by the Bureau in consultation with the post.

The Board intends that grants for teachers be adequate to assure that high quality candidates are attracted to the Program and that grantees, who participate will be able to fulfill their projects without experiencing undue financial hardship.

941 Grant Benefits

The Bureau, in consultation with the post, will determine grant packages for grantees from non-Commission countries. Commissions are authorized to develop grant packages for grantees from their countries. All grantees will receive supplemental health and accident insurance as described in Section 941.4.

941.1 Grant Benefits for Teachers on Home Salaries, etc.

Grantees who are on home salaries, or who will exchange positions and salaries with colleagues abroad, or who have other support, may receive a travel grant, and, as applicable, supplemental grants.

- a. The travel grant covers round-trip or initial one-way travel and such other partial travel costs as the Bureau considers necessary. All grantees must comply with the Fly-America Act and other regulations regarding travel funded by the U.S. Government.
- b. Supplemental grants provide a maintenance allowance to cover increased costs of living in the United States. A factor to be considered in determining the amount of the maintenance allowance is the relation of U.S. and local teacher salaries. Adjustments may be made during the year if living costs change appreciably or if fluctuations in the currency affect living costs.

In addition, a grant may also include special allowances for books, materials and local travel, as needed.

A grant may also include, where applicable, funds for orientation or enrichment programs.

941.2 Grant Benefits for Teachers Not on Home Salaries, etc.

Grantees not covered by Section 941.1 may receive a monthly stipend and a travel allowance. The monthly stipend covers living costs in the United States. Grantees with accompanying dependents may also receive a dependent supplement (see Section 941.3).

The travel allowance covers round-trip transportation from a grantee's home to the place in the United States where the grantee will teach.

All airline tickets purchased using U.S. Government money must comply with the Fly America Act.

In addition, the grantee may receive an excess baggage allowance, as well as special allowances for books, materials and local travel, as needed.

A grant may also include, where applicable, funds for orientation or enrichment programs.

941.3 Dependent Supplements

A dependent is either (1) a spouse or (2) a relative (child, grandchild, parent, sibling) who is financially dependent on the grantee. Accompanying dependents are those who spend at least 80% of the grant period with the grantee in the United States.

Grantees covered by Section 941.2 who have accompanying dependents may receive an adjustment to their stipend, with a fixed additional amount for each dependent.

If the number of accompanying dependents changes after the grantee signed the grant document, the benefits may be revised at any time before the expiration of the grant to compensate for (1) accompanying dependents not previously included, and (2) dependents born or acquired after such signature.

In each case, the revision will be retroactive to the date of arrival of the additional dependent in the United States.

941.4 Health and Accident Insurance

- a. The Bureau provides all grantees with supplemental health and accident insurance during pre-departure orientation, direct travel time to the United States, while participating in grant activities in the United States, and while directly en route back to the home country. This insurance is not intended to replace the grantee's normal insurance policy, which should be maintained during the grant period.
- b. In the case of a medical emergency, grantees may also request special emergency assistance not provided by the health and accident insurance policy.

943.2 Health and Accident Insurance

The supplemental health and accident insurance described in Section 941.4 will terminate upon the grantee's arrival back in the home country or on completion of the project, whichever is earlier.

943.3 Travel for Grantees Remaining in the United States after Expiration of Grant

If a grantee requests and receives permission from the Bureau to remain in the United States after the grant has expired, return transportation may be extended, but any increase in cost of travel after the initial period of the grant must be borne by the grantee.

943.4 Early Departure of Grantee

If the Bureau permits early departure of a grantee, provision of return transportation is at the discretion of the Bureau, except as specified in Section 937.

943.5 Travel for Renewal Grants

Recipients of renewal grants are not entitled to travel beyond that provided in the original grant, except that any increase in the cost of return travel will be borne by the Commission or post.

944 *Benefits from Other Sources*

944.1 Other Grants

A grantee must report to the Commission or, in non-commission countries, to the post, all scholarships, fellowships, grants, and salaries from other sources, in dollars or in foreign currency, received by the grantee during or with respect to the period covered by the teacher's grant under the Fulbright Program. Adjustments to the Fulbright grant package may be made if benefits received from other sources duplicate benefits provided by the Fulbright grant.

944.2 Honoraria and Consulting or Other Fees Received in the United States

- a. Any honoraria or other fees received in the United States for special guest lectures or similar events during the grant period may be accepted by the grantee, subject to the concurrence of the Bureau. The grantee should inform the Bureau of any such offer.
- b. Grantees may accept fees or other remuneration for work related to the Fulbright grant during the grant period provided such work does not conflict with the responsibilities under the grant.

944.3 Government Employees

A grantee on leave without pay from government employment may receive all benefits normally provided to grantees.

If the grantee continues to receive compensation from the employer agency, compensation and benefits under the Fulbright grant may be adjusted accordingly.

950 TAX LIABILITY

Grantees will be responsible for determining their individual U.S. income tax liability resulting from their grant.

960 RESPONSIBILITIES AND RIGHTS OF GRANTEES

As provided in U.S. law, all recipients of Fulbright academic exchange grants will have full academic and artistic freedom, including freedom to write, publish, and create, and no grant made by the Board may be revoked or diminished on account of the political views expressed by the recipient or on account of any scholarly or artistic activity that would be subject to the protections of academic and artistic freedom normally observed in universities in the United States. It is the policy of the Board to ensure that the academic and artistic freedoms of all persons receiving grants are protected.

Grantees are responsible for observing satisfactory academic and professional standards and for maintaining a standard of conduct and integrity that is in keeping with the spirit and intent of the Fulbright Program and that will contribute positively to the promotion of mutual understanding between the peoples of the United States and those of other countries. Grant recipients are expected to obey the laws of the United States.

A person accepting a grant is not by virtue thereof an official or employee of the U.S. Department of State or other agency of the Government of the United States of America or of an agency of the government of the home country.

970 PUBLICATIONS RESULTING FROM GRANTS

The Board welcomes the publication and dissemination through the usual channels of the results of research and other educational activities financed under the Fulbright Program. Authors should take care to avoid any impression that the Government of the United States or any agency representing it has endorsed the conclusions or approved the contents of the publication.